

Regulation for Deferred Compensation for Senior Athletic Employees

- I. Purpose. To support recruitment and retention of senior athletic employees by the University, the Board of Governors has authorized the eligibility of any Athletic Director or Head Coach for deferred compensation in the form of discretionary employer contributions to the Senior Athletic Employee Retirement Program (SAERP), a qualified executive retirement plan administered by the UNC System Office. Pursuant to paragraph II.D. of Section 300.2.14 of the UNC Policy Manual, *Policy on Non-Salary and Deferred Compensation*, the Board has delegated the administration of the SAERP program to the president.
- II. Approvals. Athletic Director or Head Coach approval to participate in the SAERP is on the recommendation of the chancellor with the approval of the president. Consultation with the UNC System Office must commence before including provisions in an employment agreement or before a request that contains provisions for SAERP participation or contributions. Contractually obligated deferred compensation for eligible athletic directors and coaches must continue to be approved by the Board of Governors.
- III. Contributions.
 - A. Consistent with Section 1100.3 of the UNC Policy Manual, *Head Coaches' and Athletic Directors' Contracts*, the Board of Governors may approve any deferred compensation provision in a potential employment contract with an athletic director or head coach that is not otherwise contemplated by this regulation.
 - B. Employer Contributions: The president may direct any supplemental employer discretionary contributions to the SAERP for participating Athletic Directors or Head Coaches as outlined in their employment agreement.
- IV. Other Conditions.
 - A. Contributions are voluntary on the part of constituent institutions and/or the UNC System Office.
 - B. Contributions under this regulation must always be made with non-state funds.
- V. Other Matters.
 - A. Effective Date. The requirements of this regulation shall be effective on the date of adoption of this regulation by the president.
 - B. Relation to State and Federal Laws. The foregoing regulation as adopted by the president is meant to supplement, and does not purport to supplant or modify, those statutory enactments which may govern or relate to the subject matter of this regulation.